APPENDIX I.

[Vide answer to starred question No. 757 asked by Sri K. Sattanatha Karayalar at the meeting of the Legislative Assembly held on 13th March 1959, page 194 supra.]

Statement showing the demands of the Public Works Department Workers' Union, Madras, and the action taken thereon.

Demands of the Union. (1)	Action taken. (2)
Demands pressed at the conference on 20th September 1957 held by Minister (Works).	
1 All the workers in the Department who have put in a continuous service of at least six months and/or a total service of one year should be confirmed.	Orders have been issued provincialising, as a temporary measure, the services of 192 temporary workers in the Public Works Workshops with over five years' service. Those 192 workers have now become eligible for incremental scales of pay, Contributory Provident Fund and leave benefits.
2 Conditions of workers not to be changed to the detriment of workers at the time of confirmation.	Orders have been issued in G.O. Ms. No. 3009, P.W., dated 12th November 1958, conceding the request and prescribing the method of fixation of initial pay of temporary workers who are absorbed into provincialised establishment.
3 Revision of the grade system should be done progressively.	In G.O. Ms. No. 247, P.W., dated 8th September 1958, the Government have agreed with the Chief Engineer that there is no case for revision of the scales of pay of any category except mazdoors. In regard to the question of revision of pay of mazdoors the matter is separately under consideration in consultation with the Chief Engineer. As regards grant of annual certificate of efficiency to individual workers which was suggested at the conference on 20th September 1957, the Government have agreed with the Chief Engineer that it is not the normal practice to grant such certificates to Government servants while they are in service. The Government have also agreed with the Chief Engineer that the system of incentive or efficiency bonus is not suitable for the Public Works Department Workshops which is run on a "no loss–no profit" basis and that this question need not be pursued.
4 State Government should launch upon a well-laid out and progressive scheme under the Government of India's scheme for the low paid employees for the benefit of the workers of the Public Works Department.	The question of construction of hundred quarters for workers of the Public Works Workshops at a cost of Rs. 6,10,000 is separately under consideration.

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Demands of the Union. (1)	*Action taken.* (2)
Demands pressed at the conference on 20th September 1957 held by Minister (Works)—cont.	
5 All workers working in all the various industrial and allied sections should be given at least four sets of uniforms per year, free of cost.	Orders have been issued in G.O. Ms. No. 247, P.W., dated 23rd January 1959, sanctioning the supply of two sets of uniforms annually to 285 permanent workers, borne on the provincialised work-charged establishment of the Public Works Workshops.
6 *Promotions.*—Wherever any promotion is made either for temporary vacancies or for permanent vacancies it should be on the basis of service, seniority and ability. It is also demanded that all such promotions that have been done on the basis of nepotism, corruption and with no regard to skill, etc., should be rectified.	The Chief Engineer proposed that work clerks (on the scale of Rs. 35—2—65) in the Public Works Workshops, Madras who do not possess the minimum general educational qualification prescribed for appointment as superior works clerks (on the scale of Rs. 45—3—60—2—90) but have rendered not less than five years' service may be considered by Government for exemption from the prescribed qualification, whenever any vacancies occur in the provincialised work-charged establishment. The Government have approved the proposal of the Chief Engineer. The Chief Engineer was informed that there was no need to fix any minimum qualification for such exemption and that each case will be considered on merits. The Government did not, however, approve the proposal to allow the members of the work-charged establishment engaged on clerical duties in the Public Works Workshops to sit for the general education test of the S.S.L.C. standard conducted by the Madras Public Service Commission.
7 The existing gratuity is very inadequate. It is therefore demanded that the same should be improved and brought to at least one month's salary for every one year of service. It is also demanded that this gratuity must be available for even to such workers who have put in a minimum of two years of service and irrespective of the fact whether they are casual, temporary or permanent workers and that the same should be paid off to workers before the evening of the last day of their service.	Orders have been issued allowing the gratuity at the following rates, which are the same as those applicable to other Government servants with reference to the rules in the Madras Retiring and Invalid Gratuities (Non-pensionable Establishment) Rules :—

Superior service.

After a service of five years or less.	Nil.
After a service of over five years.	One month's pay for every completed year of service subject to a maximum of 25 months' pay.

Last Grade Service.

After a service of five years or less.	Nil.
After a service of over five years.	Half a month's pay for every completed year of service subject to a maximum of 15 months' pay.

Demands of the Union. (1)	*Action taken.* (2)
Demands pressed at the conference on 20th September 1957 held by Minister (Works)—cont.	
8 *Medical Aid*— Temporary workers should also be given the same medical aid and sick leave benefits as permanent workers.	The Chief Engineer reported that the temporary workers in the P.W. Workshops were getting medical facilities in the Government Stanley Hospital, Madras, under the Assistant to the Surgeon, First district, specially posted for the P.W. Workshops and the Government Press. The question of grant of sick leave benefits to the temporary workers and the implementation of the provisions of the Employees' State Insurance Scheme in respect of the P.W. Workshops is separately under consideration.
9 The existing Provident Fund Scheme should be improved and brought in line with the Government of India's Provident Fund Act. The contract system in the P. W. Workshops should be dropped.	The question of implementing the provisions of the Employees' Provident Fund Act, 1952, in respect of the P. W. Workshops is separately under consideration. The Government have directed that the question of abolition of the contract system in the P.W. Workshops be dropped.
Demands made subsequently on 4th September 1958 and 25th October 1958.	
(i) Every worker who has been employed for 240 days in a year may be confirmed in accordance with the recommendations of the Tripartite Enquiry Committee on Minor Engineering Industry, Madras. (ii) The scales of pay of the semi-skilled category of workers whose services were provincialised in G.O. Ms. No. 2471, P.W., dated 8th September 1958 should be revised to Rs. 40–1–50 or Rs. 30–1–40 and they should be classed as Grade II. (iii) The scales of pay of all the categories of workers should be revised. (iv) Early orders should be passed on the question of promotion of Sri V. S. Ramaswamy, Works Clerk. (v) The existing contract system should be abolished. (vi) The service conditions now applicable to workers in Government Press, Madras may be made applicable to the workers of the Public Works Workshops also, thus making one set of rules applicable to both. (vii) A dispensary should be opened in the premises of the Public Works Workshops. (viii) Immediate steps should be taken to draw up uniform terminology for the various occupations and effect a proper classification of employment in the P.W.D. Workshops.	The matter is under consideration.
(ix) The rule regarding daily batta to workers on outstation duty should be revised.	Orders have been issued in G.O. Ms. No. 3011, P. W., dated 13th November 1958, in which the Government have directed that the workers be made eligible for daily allowance at the following rates for halts at any one place outside their headquarters as in the case of work-charged personnel of the Highways Department— First ten days—Full daily allowance. Next sixty days.—3/4 daily allowance. For ever seventy days—1/2 daily allowance.